



Cultural Competence—Training Plan

Use this Training to Go training plan with the [Power Point](#) to lead a staff training. Customize it to fit you, the time and setting, and the participants. Break it into shorter parts, delete or add sections, change the activities, or expand on topics. All handouts referenced are available [here](#). If participants don't know each other, you may want to add a warm-up or icebreaker, or go around with introductions.

TRAINING TO GO Training Plan Cultural Competence		
Time: 50 minutes		Materials: <ul style="list-style-type: none">• Chart paper and markers• Iceberg Metaphor• Building Cultural Competence Scenarios
Prep: <ul style="list-style-type: none">• Print handouts for all participants• Arrange the space for group and pair work		
Slide Number and Title	Timing	Notes and Talking Points
1. Cultural Competence	1 min	Explain: Making family involvement a larger part of our program requires better understanding the cultures of the families we serve, examining the views and assumptions we have about those families and their cultures, and finding ways to recognize and incorporate families’ cultures into our program.
2. Objectives	1 min	Explain: Cultural differences, misunderstandings, or inexperience between staff and program families can often be a barrier to fully engaging families and youth themselves. To overcome this, today’s session will focus on how to: recognize the many diverse aspects of culture and diversity; be cognizant of your own cultural views and stereotypes; and plan for how to be a more culturally competent program.
3. Family Involvement	5 min	Ask and Discuss: What comes to mind when you think of diversity? Let participants offer their ideas before clicking in examples on the slide. Note that we often only think of diversity with regard to race or gender but that there are many other aspects of diversity; acknowledging and better understanding them will help build our cultural competence.



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4. What is Culture?	8 min	Activity: <ul style="list-style-type: none"> • Divide into small groups. • Explain that each group is going to come up with a definition of culture and examples of different types of cultures in our program. • Distribute chart paper and markers. • Have groups present their definitions and examples.
5. Culture as an Iceberg	15 min	<p>Explain: Many people compare culture to an iceberg in that the surface aspects of people's cultures or parts that the world see such as style of dress and religious customs make up only a small part of an individual's overall sense of self and culture. Most people's ideas of who they are and their culture come from much deeper aspects of self such as one's religious beliefs and ideas about friendship.</p> <p>Ask: Is there anything missing on the iceberg picture? Either surface aspects of culture or deeper ones?</p> <p>Activity:</p> <ul style="list-style-type: none"> • Give everyone an <i>Iceberg Metaphor</i> handout. • Have participants individually fill in the iceberg for themselves or list what they believe are their surface aspects of culture and what they believe are their deeper aspects. • Have participants share with a partner. • Encourage individuals to share interesting parts of their discussion with the whole group. • Talk about how participants think program youth would complete the <i>Iceberg Metaphor</i> and if it would be beneficial to do this activity with them.
6. Culturally Competent Programs	5 min	<p>Ask and Discuss: What makes a program culturally competent? Encourage staff to give examples that exist in the program as well as ones that don't. As the discussion starts to wind down, ask participants if they believe program youth and families would give the same answers.</p>
7. Building Cultural Competence	10 min	<p>Activity:</p> <ul style="list-style-type: none"> • Hand out <i>Building Cultural Competence Scenarios</i>. • Have small groups come up with solutions to one or two of the scenarios. • Have groups share out what they came up with and what lessons from these scenarios they can incorporate into the program.



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8. Next Steps	5 min	<p>Explain: Cultural competence for us as a program and in general as individuals will always be evolving because the world around us and the cultures of those in it are always changing.</p> <p>Ask: How can we continue to become more culturally competent as a program and as individuals?</p> <p>Thank everyone for participating, and move on to next steps!</p>
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